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Bowling Green State University

April 1, 1991

Delegation offers tips on hospitality management

On trip to U.S.S.R, Bandy sees a country ready for Western influence

After she returned from her trip to the Soviet Union, Melissa Bandy, director of the hospitality management program, couldn't wait to go grocery shopping.

That may sound funny to some people, but Bandy had good reason for her desire to wander the aisles of an all-American Kroger or Foodtown store: she was anxious to see the well-stocked shelves and variety of goods again. In the Soviet Union, she saw many bare shelves or stores with only a few items.

"The Soviets do not understand the concept of supply and demand," Bandy said. "They stockpile all the time. They are afraid the next day there won't be anything so they buy everything at once. While I was there I bought a sweatshirt in one of the stores that had dozens in stock. I went back the next day to get another one and they were all gone. That's not unusual. In fact, nothing stays in stock for more than a day there."

Bandy was one of 15 people from around the world who were invited to travel to the Soviet Union and Czechoslovakia with a program sponsored by the Council on Hotel Restaurant and Institutional Education. All of the members of the delegation were involved in the hotel, restaurant or tourism industries and during their two-week stay from Feb. 22 through March 9 they visited their Soviet counterparts to teach Western-style hospitality programs.

Bandy was the only Ohioan in the delegation. Other members were from the Universities of Denver, Georgia, Massachusetts, Pennsylvania and Great Britain, Finland and Switzerland. "Both personally and professionally,

the trip was a fantastic opportunity and I think a lot of good things are going to come from it," she said.

With the fall of the Iron Curtain, tourism has become a new industry in both the Soviet Union and Czechoslovakia. But while they might be off to a slow start, Bandy said the people are eager to learn.

During the trip, she presented a paper entitled "Aggressive Hospitality: Combining Employment and Empowerment" on three separate occasions. The paper discusses a style of management that allows employees to make their own decisions and to be rewarded for them.

Bandy said she thought the areas where the Soviets were the weakest were in strategic planning and in human resource management. "They know that is where they need help and they are willing to learn," Bandy said. "But the funny part is that under Communist thinking, they are used to 20-year plans. So it was hard to get them to think in terms of three- to five-year plans in the hospitality area. Also, programs on motivation, reward systems, hiring and firing practices and leadership were all new to them."

In the Soviet Union, the delegation visited Moscow and Leningrad where they met with members of the city councils and some travel agencies. Bandy said she preferred Leningrad over Moscow.

Even though the delegation stayed at one of the nicer hotels in Moscow its standards were lower than most basic hotels in the U.S., she said. There were cockroaches, but no room service nor any televisions, radios or newspapers.

However, the group visited some joint venture hotels, operated in conjunction with another country, such as Finland, Switzerland or France, that were more



Melissa Bandy, director of the University's hospitality management program, enjoys a drink with Don Jankura, director of the University of Denver's School of Hotel Management, at the Hotel Pullman Iris in Moscow. The hotel is a French/Soviet joint venture that just opened two months ago.

modern. They also observed the country's only training program for waiters. It is prestigious to participate in the program because it could eventually earn the person more money.

While tourism is down 70 percent from last year in Moscow, it is up in Leningrad, Bandy said. "Leningrad seems to be a little better off and the people there have great pride in their work ethic," she said. "The hotels had almost 100 percent occupancy and rooms were approximately \$75 to \$125 per night."

Just outside of Moscow, the group

visited the McDonald's Processing Plant. It supplies all the food at the Moscow McDonald's which seats 750 people and feeds approximately 50,000 each day. Bandy said the Soviets do not pasteurize milk or cut meat to McDonald's standards so it is all done at the plant. When the group went to the fast food chain itself, the line was 300 yards long and it took them about 18 minutes until they could order their food.

Continued on page 3

Training course teaches staff of supervisory role

What does it take to be a supervisor? More than 100 classified employees have taken a course during the past five years to learn the qualities that make a person most effective in this role.

The Pre-Supervisory Development Program is a 13-week evening course offered once a year through the training and development area of personnel services.

"The program is designed for people interested in becoming a supervisor," said Ruth Milliron, manager of training and development. "It is an excellent employee benefit. The course is free to the participants and their only investment is their own time, energy and commitment."

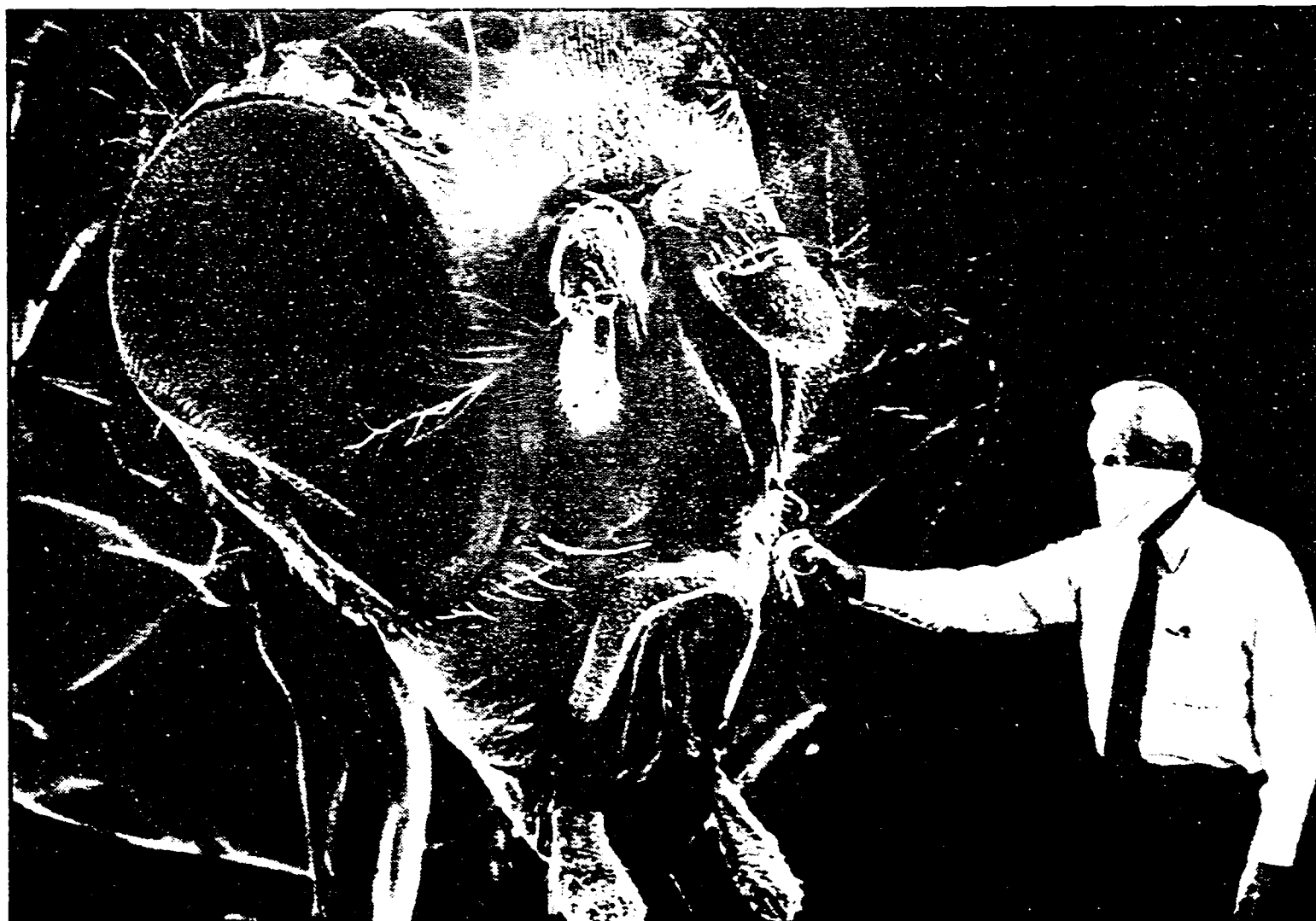
The University covers the cost of the textbook and instruction.

To date, 15 employees out of a total of 83 who have completed the course have received a promotion. Participants who attend 10 out of the 13 classes receive a certificate.

Currently 26 classified employees are enrolled in the class being offered through May 20.

The sessions are taught by Dr. Ron Hunady, management, who covers such topics as the role of a supervisor, developing administrative, leadership and communication skills and managing

Continued on page 3



Dr. Vladimir Schmadir, sciences, cautiously offers a refreshment to a mutant fly recently developed in one of the campus' laboratories. A breakthrough experiment allowed the scientists to grow the fly about 15,000 times its normal size and the creature is now being suggested as a new university mascot. Schmadir wears a mask to protect the delicate fly from human diseases. "Let's just hope we never have to use a flyswatter on this thing!" he laughed.

Photo by April M. Fools

As computer needs grow, center now offers much-needed training

The Sight Center of Toledo needed someone to teach 10 employees a computer program called R-Base. A Bowling Green boy wanted to learn how to use his family's home computer. Campbell's Soup Co. in Napoleon wanted to offer its employees in-house computer training. In each case the Continuing Education Computer Training Center was able to provide assistance.

In fact, more than 2,300 individuals of all ages and walks of life have received computer instruction since continuing education opened its first computer training center five years ago.

Now with locations in downtown Bowling Green at 123 1/2 S. Main St. and in Maumee at 1200 Dussel Drive, the centers offer a variety of instruction on IBM PS2 or IBM XT computers for individuals and businesses.

Suzanne Andrews, a program coordinator of options programs at the University, said enrollment in the training programs has quadrupled in the last two years.

"We've added 15 instructors since June. We had a very good fall, classes were full and we needed more instructors to expand," Andrews said. "Computers are everywhere and you have to know about them."

The volume of interest in computer training led the Office of Continuing Education to expand by opening a second center in Maumee. "We are interested in doing customized training (for businesses) in Maumee as well as offering the same programs for individuals in Bowling Green," Andrews said.

The original center was created in response to requests from the community, and the staff continues to monitor and tries to meet the needs of area residents. Exploring the Personal Computer, a class for children, and Introduction to Microcomputers: Seniors, an experimental course presented in conjunction with the Bowling Green Senior Citizens Center, are among courses added this year.

Other offerings include Introduction to

Microcomputers, Windows and dBase III Plus; PageMaker; Word Perfect 5.1; Applied DOS; Introduction to and Advanced Lotus 1-2-3; Microcomputer System Selection; Excel Basics; and Microsoft Word for DOS Basics.

Although none of the courses carries college credit, a series of seven classes leads to certification through a Microcomputer Applications Certificate Program.

The wide scope of software and hardware training programs offered makes it possible for the training centers to meet a diversity of business needs. Among the center's clients are Campbell's Soup, UAW Ford, Marathon, the department of Health and Human Services of Wood and Sandusky counties, and the Sight Center of Toledo.

Barry McEwen, president and CEO of The Sight Center, said his company was looking for someone to teach his staff the R-Base program, a database that allows businesses to make their own programs, and the Computer Center offered to help.

"The instructor who taught the class was excellent and the best person I've ever seen teaching adult learners," McEwen said. "We had employees who were fairly computer literate, some who had never seen a computer before and one who is legally blind."

Bowling Green also accommodates businesses that want on-site training. Glenn Morris, director of management information systems at Campbell's Soup Co., arranged for 20 Campbell's employees to receive on-site training on two computer programs.

"We were looking for someone who could supply us with quality training on-site and we looked around before making a decision," Morris said. "With the help of (the center's) Janet Wornack, we put a program together and we were very pleased."

Individuals and businesses wishing more information about Bowling Green's computer training programs should call Andrews at 372-8181. — Amy Cole



If the March 22 opener of the newly launched "Breakfast in BG" series is any indication, the Office of University Relations has initiated a program that is going to attract a great deal of interest. An Alumni Center capacity crowd of 125 persons heard Ed Reiter, chairman of Mid Am Inc., discuss the savings and loan problems and economic development. Reiter said that countries, like Japan, with a lot of investment capital will find the opportunity and quality of life in northwest Ohio to be attractive assets which should draw investors. He said it would take a great deal of cooperation among businesses and development organizations to make foreign investment happen in this part of the state. The next event in the "Breakfast in BG" series will be April 26 when Imam A. M. Khattab, director of the Islamic Center of Greater Toledo, and Dr. John Meriam, political science, will discuss "The Shape of Peace in the Middle East." The breakfast meetings are open to the public and cost \$4. Reservations can be made at the Alumni Center.

Exhibit to depict Jewish history

The history of the Jewish community that prospered in Vienna, Austria, despite centuries of anti-Semitism is depicted in an exhibit to be presented April 9 through May 10 at Jerome Library.

Entitled "Heritage and Mission: Jewish Vienna," the traveling documentary exhibit has previously been seen in New York, Los Angeles, Chicago, Miami and other major U.S. cities.

"Jewish Vienna" contains 54 display panels of literature, photographs, art and documents about the history of Jews in Vienna beginning with the first Jewish residents in the 10th century and ending with the Holocaust.

The exhibition was compiled for and is sponsored by the Jewish Welcome Service Vienna. The Bowling Green showing is being co-sponsored by the Department of German, Russian and East Asian Languages and the Bowling Green Libraries.

Dr. Geoffrey Howes, German and Russian, said the exhibit has been scheduled for display on campus through the efforts of writer-in-residence Josef Haslinger, who is teaching this term in the Department of German, Russian and East Asian Languages. Haslinger, a native of Zwettl, Austria, is acquainted with the U.S. representative of the Jewish Welcome Service Vienna, he said. Howes added that the University also has strong ties to

Austria through its study-abroad program in Salzburg.

The month-long exhibit will open with a public reception at 7 p.m. April 9 in the Jerome Library Conference Room. During the reception Haslinger will give a presentation about the exhibition.

The exhibit will be shown on the first floor of Jerome Library and will be open to the public between 9 a.m.-9 p.m. Monday through Friday, 9 a.m.-5 p.m. on Saturdays and 1-9 p.m. on Sundays.

In conjunction with the exhibition, three speakers are scheduled to lecture. Dr. Sidney Rosenfeld, an author and chair of German and Russian languages at Oberlin College, will speak about "Joseph Roth and Austria: A Search for Identity" at 7 p.m. April 18 in the College Park Office Building Room 1.

Howes will be the second speaker. His talk, entitled "Leo Fischel: A Literary Portrait of a Viennese Jew in Robert Musil's 'The Man without Qualities,'" will be presented at 7 p.m. April 24 in the Jerome Library Conference Room.

The final speaker, Dr. Stella Rosenfeld, a professor at Cleveland State University, will discuss "Jakob Lind: A Writer in Exile" at 7 p.m. May 1 in the Jerome Library Conference Room.

All events associated with the exhibit are free and open to the public. — Amy Cole

Businessmen to speak at Hadley Symposium

Maintaining competitive advantage in difficult times will be the theme of the 1991 Hadley Marketing Symposium to be held on campus Friday (April 5).

Eight businessmen are scheduled to speak on topics ranging from managing real estate for better profits to advertising in uncertain times and store design for competitive advantage.

This will be the third annual symposium held in memory of Walter and Helen Hadley, who owned and operated Cain's Potato Chips in Bowling Green. Funded by the Hadley family and hosted each year by the University's marketing department, the symposium offers a forum where marketing faculty and students can exchange ideas with business practitioners.

About 90 invited faculty, students, alumni and representatives of area businesses are expected to attend, according to John Wish, a visiting professor of marketing at the University.

The first speaker at the symposium, which is scheduled to begin at 8 a.m. in the Alumni Room of the University Union, will be Bruce S. Childers of Hudson, executive vice president, marketing services, for Meldrum & Fawcett Advertising. His talk is entitled "Advertising in Uncertain Times."

Concurrent sessions featuring guest speakers will be held throughout the remainder of the morning in the Ohio Suite and the Taft Room of the Union.

At the luncheon outstanding recent graduates and top current students in the marketing department will be recognized for presenting the best research papers during the past year.

Sign up to bowl

You don't have to be a great bowler to have fun at the Classified Staff Council Bowling Tournament being planned for May 4-5 at Al-Mar Colonial Lanes.

The tournament, which is open to all University faculty and staff, will benefit the Gerald Wornack family. Wornack was a plumber at the University who died Feb. 12 of an aneurysm at the age of 36. He is survived by his wife and three children.

Five-member teams of women, men or mixed are invited to participate in the tournament. Cost per person is \$7. Participants do not have to have established averages and trophies will be awarded at the end of the tournament.

For applications, call Dave Mears, computer services, at 372-2911 or Al-Mar Lanes at 352-4637.

Summer hours to run from May 13-Aug. 9

Summer hours will officially begin at the University Monday, May 13. Beginning May 13 through Aug. 9, official working hours will be from 7:30 a.m. to noon and 12:30 to 5 p.m. Monday through Thursday, and from 7:30 to 11:30 a.m. on Friday.

All central administration offices including bursar, admissions, registrar, Office of the President and Vice Presidents and Jerome Library will remain open on Friday afternoons.

Other offices which will deviate from

official summer hours should notify the Monitor of their schedules so that an announcement of the alternate hours can be made to the University community.

Firelands College also will observe the summer hours schedule. Switchboard coverage will be from 8 a.m. to 5 p.m. daily Monday through Friday.

During the weeks of Memorial Day (May 27) and Independence Day (July 4), Friday schedules will be from 7:30 a.m. to 12:30 p.m.

Personnel services to observe special hours

Personnel services will be open from 7:30 a.m. to 5 p.m. Monday through Thursday and from 7:30 to 11:30 a.m. on Fridays between May 13 to Aug. 9. Limited coverage will be available during the half-hour lunch period from

noon to 12:30 p.m.

The deadline for applying for classified vacancies will be changed from noon to 10 a.m. on Fridays during the duration of summer hours.

Individuals needed to work at athletic events

Intercollegiate athletics is seeking individuals to work at next year's athletic events in various game staging capacities. Positions include football ticket takers and gate keepers, hockey ushers and basketball ticket takers, gate keepers and ushers.

Interested faculty and staff may work at as many events as they like. Most workers report to the facility about 90 minutes before game time and many work only until half-time. Some positions allow the individual to view the games while working. While first preference will be given to those individuals who can work every game of the season, consideration also will be given to those who can only work certain games. No prior experience is necessary.

Compensation for the services will be via season tickets to athletic events. For example, football workers will receive hockey and/or basketball season tickets for their services; hockey workers will receive football and/or basketball season tickets; and basketball workers will receive football and/or hockey season tickets. The person also can opt for tickets

to the events that he or she is working.

Positions will be filled on a first-come, first-served basis. For more information, contact Phil Goldstein, senior associate athletic director, at 372-2401.

For sale

University computer services has for sale to departments, offices and individuals the following items of surplus computer equipment: 15 Apple Macintosh 512K computer systems, each consisting of 512K RAM, internal 400K diskette drive, external 400K diskette drive, keyboard, mouse and operating system diskette for \$400 each.

Interested parties should contact Charles Schultz, computer services, at 372-2911.

Telecommunications services has for sale to University departments and offices 11 steel case lateral filing cabinets with five drawers (42 inches wide) for \$450 each. For more information, contact Charles Schultz, computer services, at 372-2911.

Bandy from the front

Bandy said the delegation also visited two major hotel chains in Czechoslovakia which were nice and had room service.

"Both countries want the western countries to start investing in them and Japan is already starting to do it. None of the people who live there have the hard currency to do it themselves," she said. "Czechoslovakia has done well in getting investors, but the Soviet Union has been slower."

Although members of the delegation spent much of their time teaching their counterparts, it served as a real eye-opener for themselves.

"It made me realize how lucky we are to be able to do our own thing here in the United States," Bandy said. "We have the ability to invest or even go bankrupt, but at least we have the opportunity to succeed or fail."

Pre-supervisory from the front

people effectively.

"People are looking for upper mobility and we frequently promote from within the University," Milliron said. "While taking the course is no guarantee that the people will qualify for a supervisor's job, it does give them an edge."

The course is ideal for people who are looking for opportunities for advancement but do not want to go through formal training, Milliron said. "Sometimes after completing the program, the participants find they are not cut out to be a supervisor and for others, it is a good way to get a taste of what to expect."

H. Chris Esparza, computer services, was already in a supervisory role when she took the course. She said she wanted to see what they were teaching and thought it was a good training session. "It was worthwhile and I can see many areas where the program could be expanded in the future," she said. "I think it would be good if they did some role-playing and if they discussed things like how to deal with supervising people older or younger than yourself."

Judy Hagemann, foundation, said most

classified employees would benefit from taking the course whether they wanted to be supervisors or not. "It helps you understand why supervisors do what they do," she said. "Taking the course provided me with ideas that help me make my supervisor's job easier which in turn makes my job easier."

Hagemann said she decided to participate in the program because she knew she wanted to continue working at the University for a number of years but wanted to take advantage of its opportunities. "Eventually I want to get into a supervisory role, but in the meantime I learned things that help me take a leadership role in my current job," she said.

Waltrud Vogel, academic affairs, took the course when it was first offered and agrees that it can benefit staff in any position. "Any kind of information that helps you get along with other people is good to learn," she said.

The next pre-supervisory development program will be offered next year. For more information, contact Milliron at 372-2237.



An anniversary party was held March 20 to celebrate the 12th year of the Clinical and Computer Laboratory in 215 Education Building and the fifth year of the Eppler Computer Lab. Presenting plaques to commemorate the founding of the labs are (from left) Ron Russell, associate dean of the College of Education and Allied Professions; Cheryl Williams, a clerk at the clinical lab; Cindy Wichman, audio visual supervisor; Dr. Charlotte Scherer, director of the clinical lab; and Roger Bennett, dean of the college. The labs are used by faculty and students, and the clinical lab offers state-of-the-art equipment for teacher instruction that many students use as part of their field experiences.

History conference to look at area's contribution to Civil War

Northern Ohio's contribution to Civil War history is the focus of the seventh annual local history conference sponsored by the Center for Archival Collections.

More than 150 people are expected to attend the Thursday (April 4) conference which will begin 8:30 a.m. at the Holiday Inn French Quarter, Perrysburg.

Paul D. Yon, director of the Center for Archival Collections, said the conference is also being supported through the Hilda Bentley Fund, which was established to enhance the knowledge of northwestern Ohio's history.

The conference will feature four speakers who are considered experts in their specific areas of local history. Featured speaker Peter Cozzens, a foreign service officer for the U.S.

Department of State, will give a presentation on "The 21st Ohio Volunteer Infantry at Chickamauga."

Dr. Robert Boehm, a professor of history at Defiance College, will speak on the "Andrews' Raiders of the 21st O.V.I." (Ohio Volunteer Infantry).

Dr. Dennis East, assistant dean of libraries and learning resources at the University, will present "Petroleum V. Nasby in Wingert's Corners and at Confredit + (Cross) Roads."

Robert Gerber, curator for the 103 O.V.I. Memorial Foundation, Sheffield Lake, will speak on "The 103rd Regiment O.V.I.; Sequel to Sacrifice."

For more information on conference registration, contact the Center for Archival Collections at 372-2411.

Learn-to-Swim program set at Rec Center

The Student Recreation Center will hold four sessions of its Learn-to-Swim Program for children this summer. Sessions last two weeks and meet Monday through Friday, except the second session.

The sessions will be held June 17-28, July 1-12, July 15-26 and July 29-Aug. 9. Participants must have a center membership prior to registering.

The initial registration period is May 29-31. Parents may register each child for one class only during this period. On May 29, registration will be from 7-8:30 p.m. in the Activity Center. After May 29, registration can be made during regular SRC office hours. Continued registration will be from June 3 - July 26 and parents may register children for additional classes where space is available.

Cost is \$9 per session for 10 classes.

Swimming levels include waterbabies (6-18 months); toddlers (18-36 months); preschool I (3-4 years); pre-school II (4-5 years); beginners (six years and up); advanced beginners, intermediates, swimmers, springboard diving and adult swimming.

For more information, contact the center at 372-7482.

Faculty/Staff grants

Joyce Jones, college access program, \$125,000 from the U.S. Department of Education, for Upward Bound students who have completed ninth grade and have indicated an interest in pursuing higher education in the areas of mathematics and/or science.

Martin Porter, musical arts, \$7,655 from Arts Midwest, for funding to be applied to the artists' fees for the Summit Brass with Doc Severinsen, Joseph Holmes Dance Theatre and the Orpheus Chamber Orchestra. Also, \$5,600 from the Ohio Arts Council to be used for artists' fees for the 1990-91 Festival Series.

Molly Laffin, HPER, \$210,222 from the U.S. Department of Education for training of inservice and preservice teachers covering specific drug abuse related topics.

Douglas Ullman, psychology, \$15,200 (renewal), from the Ohio Department of Mental Health, for practicum training for two psychology graduate students in the core mental health services for children with serious emotional disturbances.

Sue Gavron, HPER, \$3,368 from Ohio Northern University, to supply one graduate assistant to carry out a teaching/coaching assignment at ONU during spring term, 1991.

Dennis Hale, mass communication, \$6,100 from Newspaper Research Council, for a study to determine how changes in newspaper circulation are related to changes in the community environment.

Charles Cranney, psychology, \$2,300 from the University of Arizona, to fund one graduate assistant to work in data analysis and related duties on University of Arizona, Alcohol Research Project.

Michael A.J. Rodgers, photochemical sciences, \$25,376 from Case Western Reserve University, for the creation of a series of new compounds, designed to have still better sensitizing properties, for use in photocopying treatment of cancer.

G. Corner Duncan, physics and astronomy, \$18,000 from Cray Research, Inc., to develop a steering tool which will allow near real time participation in the computations of simulations which probe new aspects of the physics involved in visualization of the evolution of physical variables applied to astrophysical systems.

Paul G. Lopez, WBGU-TV, \$8,000 from the Ohio Humanities Office for production of a 60-minute video docu-drama on the literary, political and diplomatic career of Brandt Whitlock.

Representatives elected to ASC and committees

Members of the administrative staff recently completed elections for Administrative Staff Council representatives and committee members.

Elected to serve three-year terms to ASC beginning in July from the academic affairs area: Joyce Kepke, continuing education; Beverly Stearns, library and learning resources; and Norma Sticker, academic affairs; from Firelands College: Holly Kepke, public relations; from operations: Darlene Ehmk, University Union, and Bob Waddle, capital planning; from planning and budgeting: Teresa McLove, computer services; from the president's area: Chris Geib, athletic department; from student affairs: Rich

Hughes, on-campus housing; and from University relations: Linda Ault, development, and Linda Swaisgood, public relations.

Elected to three-year terms on University committees were Wayne Colvin, Greek life, to the Union Advisory Committee; Deb McLaughlin, public relations, to the Bookstore Advisory Committee; Bob Arrowsmith, student affairs, to the Legal Services Committee; John Buckenmyer, Bookstore, to the Monitor Advisory Committee; and Jacques Daley, prevention center, to ACGFA (a one-year term).

The election process for officers and members to the Executive Committee will be conducted during April.

Writing Across the Disciplines Lecture set

Dr. David Bartholomae of the University of Pittsburgh will speak on "Working with Texts: Student Writing in Response to Academic Readings" as part of the Writing Across the Disciplines Lecture April 10.

The discussion will be from 3:30-5 p.m. in 121 West Hall. It is being sponsored by the Writing Across the Disciplines Program, the College of Arts and Sciences and the English department.

Publications available

The Office of the Vice President for Academic Affairs subscribes to two publications designed to assist faculty members and department chairs. Faculty members are encouraged to make use of the publications, which are both available in the department/school offices.

The Teaching Professor is a bulletin containing articles on practical ideas for the improvement of teaching. The Department Advisor includes articles of particular interest to department chairs, school directors and departmental personnel committees as well as to the faculty at large.

Obtain new passwords

When the new IBM RACF security package was installed at the University last year, it enabled an IBM 4381 (Radar) academic mainframe computer account to use the same password for a maximum of 254 days. Since mid-August was the beginning of this year's account renewal creation time, any user with an IBM 4381 mainframe computer account is encouraged to change the password before mid-April to ensure uninterrupted access to the system.

Persons with questions should contact Dale Schroeder at computer services at 372-2102.

Submit your waivers

Faculty and staff are reminded to complete and submit their employee and dependent fee waivers to the bursar's office for summer 1991 sessions.

Monitor

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Bowling Green State University

April 8, 1991



Entertainment will be provided by a faculty barbershop quartet during the 75th anniversary meeting of the Ohio Section of the Mathematical Association of America to be hosted by the University's Department of Mathematics and Statistics April 5-6. Comprised of mathematicians (from left) Clifford Long, Dean Neumann, Herbert Hollister and Charles Holland, the Logarithms, as the group calls itself, have been singing since 1977 when they got together while taking a course in barbershop singing offered by the College of Musical Arts. The quartet tries to practice on a regular basis and performs two or three times a year. They will sing at the meeting's Saturday evening banquet in the University Union. Nearly 200 mathematics professors and students from around the state are expected to attend the meeting, which will feature presentations, special workshop sessions and a panel.

How about your benefits?

'Unbundling' of physician's charges increases costs

(This is the first in a series of monthly articles explaining various aspects about employee benefits.)

Didion and Associates, the firm which processes health care claims for University employees and their dependents, has advised the Benefits Office that "unbundling" of physicians' charges has been noticed when reviewing charges for surgical procedures.

"Unbundling" is the subdividing of charges for a medical procedure into separate charges for each individual step which often results in total physician's charges which are higher than if billed as one medical procedure.

For example, the cost of a hysterectomy that might normally be billed as \$2,600 could result in a total cost of \$8,000 if separate charges are billed for "exploratory surgery," "cutting scar tissue," "removing ovaries" and "remov-

ing uterus."

Medical providers usually use billing codes designed by the American Medical Association to identify procedural terminology to make billing for their services more efficient. This can, however, lead to "creative" billing by taking advantage of the billing codes by "unbundling" their charges.

James Morris, manager of the Benefits Office, suggests that employees who receive these kinds of bills go to their physicians and bring it to their attention. In numerous cases, the bills will be cut by thousands of dollars. "Unless a physician can support the bill by showing that there were indeed separate procedures, then this creative billing is bordering on fraud," he said.

Employees with questions about their benefits should contact the Benefits Office at 372-2112.

Classified Employment Opportunities

New Vacancies
Posting Expiration Date: noon, Friday, April 5.

4-5-1 Food Service Manager 1
Pay Range 27
University Food Operations

Faculty/Staff positions

The following faculty positions are available:

Applied Sciences, Firelands College: Instructor/assistant professor of economics and statistics (temporary/probationary — depends whether candidate possesses terminal degree). Contact Office of the Dean, Firelands College (433-5560). Deadline: April 1.

Economics: Instructor of economics (terminal, full-time). Also, instructor (terminal, full-time, anticipated). For both positions, contact the chairs of the Recruitment Committees (2-2646). Deadlines: April 17.

EDAS: Intern instructors (two positions, temporary, part-time). Contact Bill J. Reynolds (2-7377). Deadlines: May 1.

Management: Instructor (temporary, full-time). Deadline: April 1. Also, visiting professor (terminal, full-time). Deadline: May 1. For both positions, contact James McFillen (2-2946).

Natural and Social Sciences, Firelands College: Instructor of geography (temporary, full-time). Contact the Office of the Dean, Firelands College (433-5560). Extended deadline: April 15.

Technology Systems: Assistant professor, manufacturing technology (full-time, tenure track). Contact Anthony Palumbo (2-2439). Deadline: Aug. 19 or until filled.

The following administrative positions are available:

Center for Archival Collections: Micrographics specialist. Contact Ann Bowers (2-2411). Deadline: April 15.

On-Campus Housing: Interim assistant director of on-campus housing (temporary/full-time). Contact personnel services — Search M, attention Sam Ramirez (2-2558). Deadline: April 19.

Student Recreation Center: Assistant director, programs and student employment. Contact Terry Parsons (2-2711). Deadline: April 25.

Student Services, Firelands College: Coordinator of Humanistic Educational Learning Process Program (temporary, full-time). Contact Office of the Dean, Firelands College (433-5560). Deadline: April 5.

Seven seats are up for election on CSC

Members of the classified staff who have always wanted to become involved in the decision-making process on issues dealing with classified employees now have their opportunity. Seven seats will be open on Classified Staff Council for the next academic year and self-nominations currently are being solicited.

Opening for council positions are in the following areas:

- One seat from Food Operations, which includes all employees in the Food Operations area and the University Union;
- One seat from academic affairs which includes all employees in that vice presidential area;
- Three seats from the operations area which includes all physical plant employees and custodial services;
- One seat from Firelands College which includes any classified employees at the college; and
- One seat from the permanent, part-time employees area.

Datebook

Monday, April 1

Men's Bowling League, 7 p.m., Buckeye Room.

International Film Series, featuring "Tatort Mystery Series," 7:30 p.m., Gish Film Theater, German.

Tuesday, April 2

Art Exhibit, featuring watercolors by Joan McKee, Kennedy Green Room, Moore Musical Arts Center. The exhibit will be on display from 9 a.m.-5 p.m. Monday through Friday until April 15.

Informational Meetings, to explain the proposed pay plan options for classified staff, 10 a.m., 121 West Hall.

T.I.R.E.S. Information Sessions, 20-minute sessions on the Toledo Industrial Recreation and Employees Service Council. The meetings will provide information on employee discounts and how to use them, 10 and 11 a.m. and 12:30 and 1:30 p.m., Alumni Room, University Union.

Philosophy Lecture, "Kinds of Contexts," featuring Adam Morton, University of Bristol and visiting professor, University of Oklahoma, 11 a.m.-1 p.m., Ohio Suite, University Union.

Faculty Senate Meeting, 2:30 p.m., Assembly Room, McFall Center.

Computer Services Seminar, "Microsoft Works, Spreadsheet (IBM)," 2:30-4:30 p.m., Williams Hall computer lab.

WBGU-TV Program, "Ohio Business," business experts debate current issues, 5:30 p.m. and midnight, Channel 27.

Manor House Series, "An Evening of Flemish Music," 7:30 p.m., Manor House in Toledo's Wildwood Metropark.

Concert, featuring the Bowling Green Trumpet Ensemble, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Planetarium Show, "Silly Stones," explores Stonehenge, the Pyramids of Egypt and the Temples of Maya, 8 p.m. Tuesdays and Fridays, 7:30 p.m. Sundays, BGSU Planetarium.

Wednesday, April 3

Informational Meeting, to explain the proposed pay plan options for classified staff, 10 a.m., Jerome Library.

Affirmative Action Video Discussion Series, BGSU professor Janet Parks addresses the function of language in sustaining gender discrimination and negative stereotypes of women, 11:30 a.m.-1 p.m., Community Suite, University Union.

Open Forums with the President, students can meet and talk with President Olscamp, noon-1 p.m., 221 McFall Center.

People for Racial Justice Meeting, 1-2:30 p.m., Taft Room, University Union.

WBGU-TV Program, "Art Beat," meet Martin Nagy, Imagination Festival Toledo coordinator, 5:30 p.m. and midnight, Channel 27.

Film, "The Yellow Earth," 7-9 p.m., 121 West Hall, Chinese. Sponsored by the BGSU-Xian Exchange Program.

Piano Recital, featuring Marc Matthys, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

WBGU-TV Program, "White Lotus," observes Tibetan culture, 11 p.m., Channel 27.

Thursday, April 4

Weight Watchers Meeting, noon-1 p.m., 1 College Park Office Building. The sessions will run through April 11.

Administrative Staff Council Meeting, 1:30 p.m., Alumni Room, University Union.

Live Radio Concert, featuring pianist Richard Cioffari and Herbert Spencer on the French Horn, 2 p.m., WGBT FM-91.

WBGU-TV Program, "Journal 1991," look into the issue of disappearing wetlands, 5:30

Self-nominations should be sent to CSC, P.O. Box 91, University Hall before April 12. Interested persons who want more information should contact Jim Lein, chair of the Election Committee, at 372-7984 or Kathy Eninger, chair of CSC, at 372-7659.

Set clocks ahead

The University community is reminded that daylight savings time is about to begin. Clocks should be turned ahead one hour at 2 a.m. Sunday, April 7.

Cost to increase

University computer services is advising all interested persons that effective July 1, the per page cost for laser printer printouts in all laboratories operated by computer services will be 10 cents per page.

Friday, April 5

1991 Hadley Marketing Symposium, begins at 8 a.m., Alumni Room of the University Union.

Master Classes, conducted by soprano Marina Arroyo, Distinguished Visiting University Professor, 10:30 a.m. and 2:30 p.m. in the Bryan Recital Center, and 3:30 p.m. in the Choral Rehearsal Hall. The classes are free and open to the public.

WBGU-TV Program, "The University Forum," explores the world of ideas with experts from BGSU's faculty and special guests visiting the University, 5:30 and 11 p.m., Channel 27.

Speaker, "Women and Nonviolence on the Women's Encampment for a Future of Peace and Justice," 7:30 p.m., 115 Education Building. Free. Sponsored by Women for Women.

Stage Productions for Children, featuring "Puss in Boots" and "Quixote," 7:30 p.m., Joe E. Brown Theatre. There will also be a performance on April 6. Tickets are \$3.

Readings in the Chapel, featuring poets Jennifer Lange and Gloria Still, 7:30 p.m., Prout Chapel.

UAO Film, "Jacob's Ladder," 8 and 10 p.m. and midnight, 210 Math Science Building. All movies are \$1.50.

Mostly MIDI Series, featuring composer Henry Gwiazda, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

WBGU-TV Program, "White Lotus," observes Tibetan culture, 10:30 p.m., Channel 27.

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Renovation project will give the Fine Arts Building modern, new look

After Tuesday (April 9), the Fine Arts Building will never again look the same.

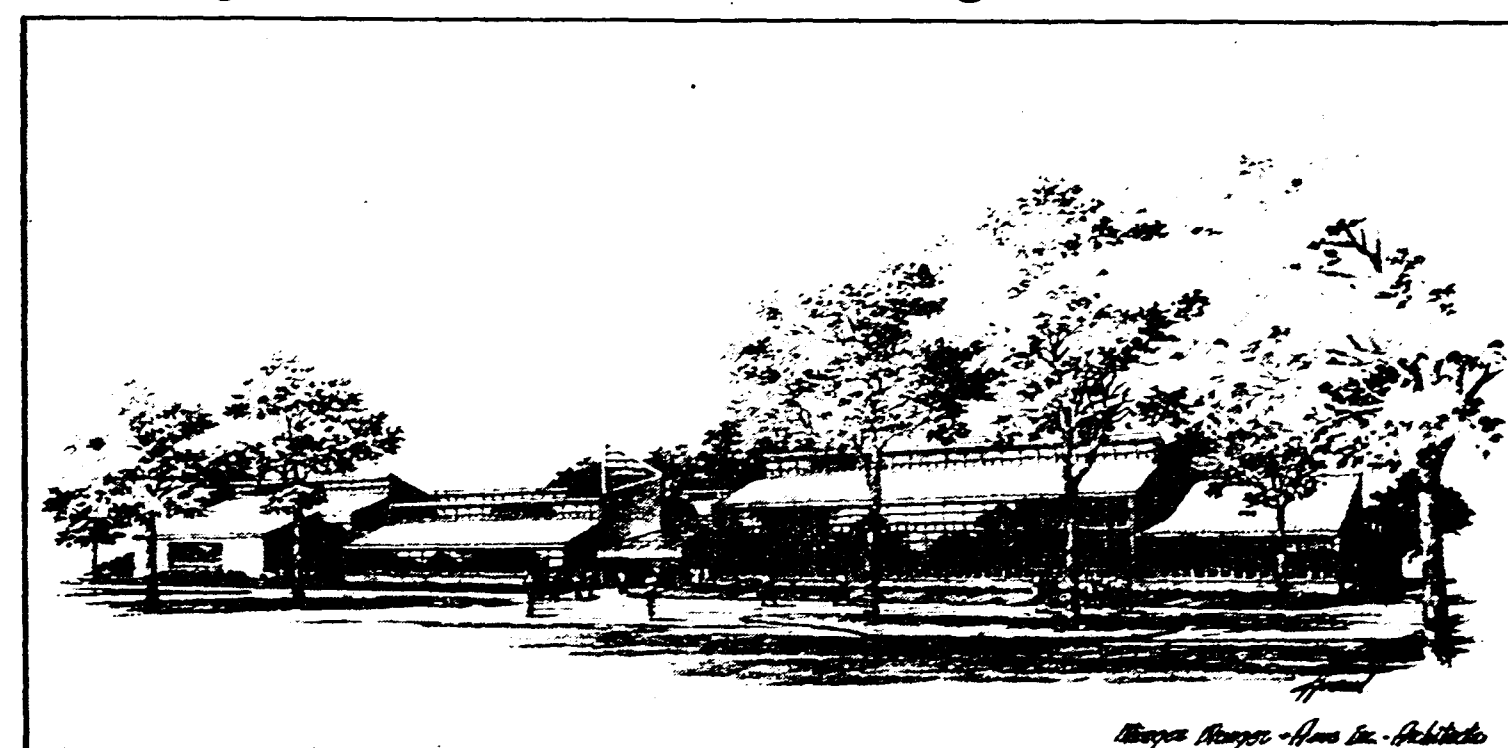
That is the day groundbreaking ceremonies for a \$9.8 million addition and renovation will take place. President Olscamp, Richard Newlove, chair of the Board of Trustees, and Ashel Bryan of Bowling Green will be the principal speakers. Thomas Hilty, director of the School of Art, will preside over the 9:30 a.m. program.

Bryan and his wife Dorothy have been long-time supporters of the School of Art and have donated \$250,000 for an art gallery in the newly renovated building.

Designed to almost triple the space of the existing Fine Arts Building, the project, which is expected to be completed in August 1992, will enable the fine arts program to house its five divisions in one location. Currently, art students must attend classes in several sites on and off campus.

Hilty explained that the growth of the five-sequence art program, a larger enrollment and the increasing number of majors and minors available made the expansion long-overdue. There are more than 500 students majoring in programs offered by the school. Those programs include art education and art therapy, art history, design, two-dimensional studio and three-dimensional studio.

Having to use different locations resulted in a duplication of laboratories and equipment items that will now be consolidated in the new facility. The University's art curriculum is



An architect's rendering, as viewed as if standing at the Student Services Building, shows how the Fine Arts Building will appear when completed in August 1992. The whole north side of the building will be new and the current facility will triple in size.

accredited by the National Association of Schools of Art and Design as a Division I school.

Hilty said the addition will help "attract a larger number of graduate students and will benefit recruiting efforts."

The Bryan donation for the gallery, which will be named the Dorothy Ueber Bryan Gallery, is, in part, a result of Mrs. Bryan's association with the school. She enrolled in some classes as an adult student and was encouraged to express

herself through her work. She has since become a respected and popular artist whose colorful mixed-media paintings have been shown throughout Ohio. One of her paintings now hangs in the Office of the Surgeon General of the United States.

The gallery will be a focal point of the new structure and may be tied in to the existing gallery for combined shows or be used separately. It will include an outdoor courtyard for sculptures. "The gallery will play an extensive role in tying the existing

structure to the new space," Hilty said. The architects for the project, for which planning began in 1989, are Munger Munger & Associates Inc. of Toledo.

The five principal contractors are Mosser Construction Inc., general contractor; Hank's Plumbing and Heating Company, plumbing; Industrial Power Systems Inc., heat, ventilation and air conditioning; Advantage Electric Inc., electrical; and S.A. Comunale Inc., fire protection.

Baseball great Willie Mays to address grads

Say Hey, Willie Mays, who many baseball writers claim was the greatest player in the history of the game, will deliver the commencement address May 11.

Approximately 2,200 students are expected to receive their degrees during the 10 a.m. ceremonies at Doyt L. Perry Field. President Olscamp will preside over the University's 210th graduation.

Today, Mays owns his own public relations firm, Willie Mays Say Hey Inc., which serves numerous major corporations. He is also assistant to the president of Bally's Park Place in Atlantic City and has numerous real estate and business investments around the country.

Mays' successful post-baseball career is the result of his using his off-seasons to study business, preparing himself for the day when he retired from the game. He has always enjoyed young people and is the founder of the Willie Mays Say Hey Foundation, which works with underprivileged children. He is also actively involved in charity work in both



Willie Mays

Continued on page 3

Director promotes opera 'The Magic Flute' He sings, he plays, he directs: Dybdahl loves music

Dr. F. Eugene Dybdahl is never far from the sounds of song and he wouldn't have it any other way.

The Perrysburg resident is director of the University's opera activities—but he doesn't quit music making when he leaves campus.

He is acting guest conductor for the Perrysburg Symphony and director of the Wassailers, a 30-member vocal group which sings Christmas music to shut-ins and at retirement homes in the area and performs at the Carranor Hunt and Polo Club Christmas party. He also directs the First Presbyterian Church choir in Fremont. And he sings.

"In music, I probably do more than most musicians as I am a pianist, a singer, choral and orchestra director and a stage director," Dybdahl admitted. "By the nature of what I do and can do, my activities are more varied than those of most musicians."

Dybdahl currently is using his many talents working with more than 100 students—64 of them in the cast—in the University's spring production of Mozart's "The Magic Flute." The production is part of a yearlong celebration of "Mozart and the Age of the Enlightenment" sponsored by the College of Musical Arts.

"The Magic Flute" is a wonderful opera for families," Dybdahl said. "It does not deal with any subjects that would not be suitable for anyone of any age to witness." The exciting, mystical nature of the production and the extravagance of the costumes, props and special effects, he asserted, enhance its appeal to audiences of all ages.

"There are going to be lots of visual mo-



Gene Dybdahl, opera director, examines one of the three heads of a dragon to be used in "The Magic Flute" production. The heads are being borrowed from the University of Michigan where they were designed and built by the master puppeteer of Henson Designs, the company founded by the late Jim Henson, creator of the Muppets. Dana White, a BG alumnus who is the lighting designer for the opera, assisted in building the dragons while studying at the U of M and suggested they be used in "The Magic Flute."

The main characters represent so many different types of people, ranging from those who are only interested in material goods to those who strive for truth and wisdom.

He also considers "The Magic Flute" family entertainment in that the opera deals with the triumph of good over evil.

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